

MEMORANDUM

TO: Utah State Board of Education

FROM: Dr. Patti Harrington
State Superintendent of Public Instruction

DATE: April 4, 2008

ACTION: Differentiated Compensation

Background: For the past three years, the Board has developed the plan for increasing quality teaching through its Professional Excellence (ProExcel) plan. Teacher pay has increased dramatically over the past three years and there were several bills in the 2008 Legislative Session that promoted concepts related to ProExcel.

The Board, Governor Huntsman, and education leaders in the Legislature continue to work on establishing key aspects of ProExcel that include:

- Competitive base pay
- Mentoring and induction
- Administrative excellence and training
- Recruitment and retention
- Differentiated Compensation

From the 2008 Legislative Session, SB281 (H. Stephenson) provides \$20 million one-time funds for performance-based compensation, granted through district and school-based plans (attached). Districts and schools will therefore be submitting plans to the USOE before July 1, 2008. Members of the Board have indicated their desire to consider a statewide plan for differentiated compensation that might provide a template for continued use in Utah beyond the one year timeline of plans submitted for SB281.

Action: The State Board will consider the recent legislative action and determine if and how to move forward on creating a state plan for differentiated compensation.

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